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ABSTRACT

This document presents one in a series of twenty-three case studies derived from in-depth interviews using a sampling of former participants in the Mountain-Plains program, a residential, family-based education program developed to improve the economic potential and lifestyle of selected student families in a six-state area. Each case study contains the following information about a specific student family: biographical data; participation in the educational and community programs; home, income, placement, and employment data; stated problems and/or satisfactions; summaries of the participants' personal and social development; individual ratings of the program; scripts of personal interviews; interviewer comments; and individual test scores and self-assessments. This document presents specific findings on Randall and Darlene Hall, who entered the program with two children and no high school diploma or vocational training. The follow-up study reports that both individuals completed the program and found highly satisfying jobs which increased their pre-center income nearly four-fold. (Names in these studies have been changed.) Two other documents are included in the series: a report which examines work and income variables for the group (ED 110 610) and a report which summarizes group findings on personal and social development (CE 014 681). (BM)

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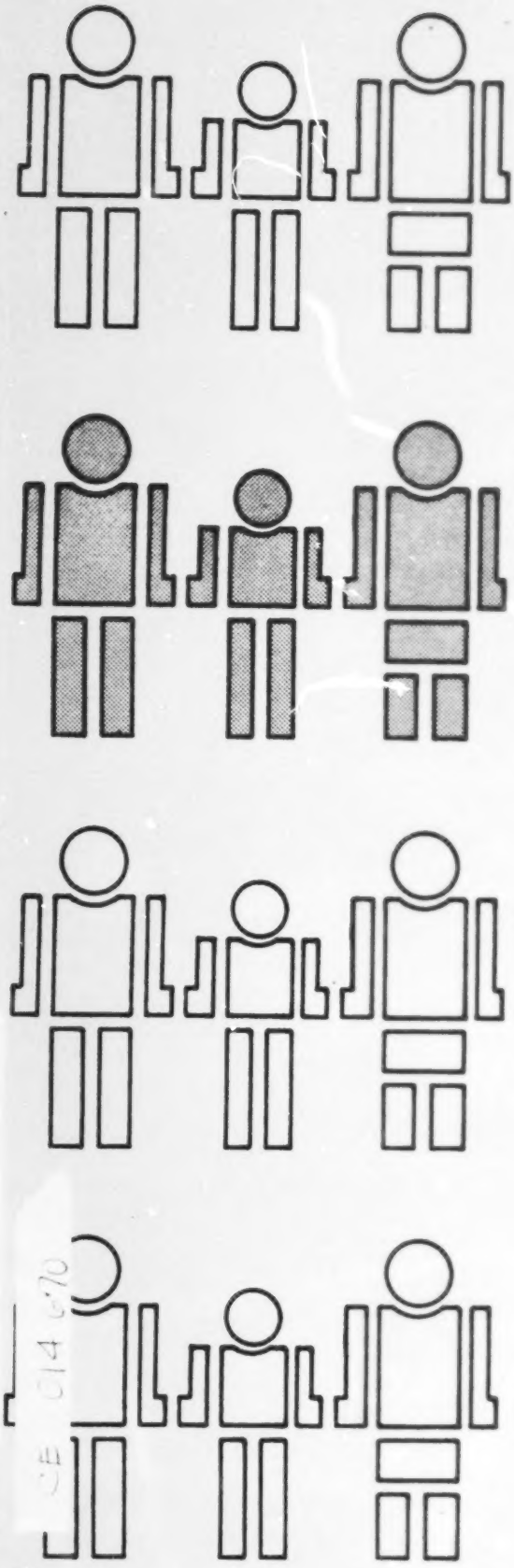

CASE STUDY REPORT #14

Randall and Darlene Hall

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MOUNTAIN PLAINS EDUCATION ECONOMIC DEVELOPMENT PROGRAM INC.

CASE STUDY REPORT

RANDALL AND DARLENE HALL

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June, 1975

A Product of Research Services Division
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PREFACE

Reports in this series are derived from in depth interviews using a stratified random sample of former Mountain-Plains students. Interviews were conducted from November, 1974 through January, 1975 by Mountain-Plains professional research staff. Case Study Report 1 examines Work and Income variables for the group. Case Study Reports 2 through 24 include specific findings on each family included in the sampling. Case Study Report 25 summarizes group findings on personal and social development. A summary of the research design for the Case Study Reports is documented in: Coyle, David A.; Conrad, Rowan W.; and Myers, Douglas D. In Depth Case Study of Exited Families: A Summary of the Research Design for Phase 1 Preliminary Effects Study. Glasgow, Montana: Mountain-Plains Press, 1974. Specific documentation for the instruments utilized in the study are included in either Case Study Report 1 or Case Study Report 25. All names in these studies have been changed.

Michael C. Fenenbock
Series Editor

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CASE STUDY REPORT

RANDALL AND DARLENE HALL

BACKGROUND

Randall and Darlene Hall, and their two daughters Edie 4, and Christie 1, entered the Mountain-Plains program in June, 1972. At the time Randall was 26 and Darlene 28. Prior to entering Mountain-Plains they had been living in a two bedroom home in Stanton, North Dakota. The Halls paid $55 monthly rent and $17 monthly for food stamps. Although Randall had been employed for only five months during the previous year, the Halls received no welfare benefits.

Darlene had completed the 11th grade and Randall the 9th, neither had received any specific vocational training, and their annual income was some $4600. Recent employment had largely been service station attendant jobs and work as a salesman. Randall wanted to enter accounting at Mountain-Plains as he felt that this would cause few problems with his back--injured on a previous job. Bogged down in seemingly endless law suits, Randall was continuing his attempts to obtain compensation for the back injury.

PROGRAM PARTICIPATION

At Mountain-Plains Randall developed a reputation as a chronic complainer, and tended at times not to attend class or to be inattentive when he was in class. Randall attributes this to his "back situation", although there were other problems involving the prescription (pain killers) he had been given for his back--sometimes, he reported, the prescription made him totally "trip out".

Randall and Darlene completed Mountain-Plains and exited in October, 1973, having spent 14 months in the program--close to the all-time longevity record for Mountain-Plains, and resulting from Randall's frequent absences which centered on his real and/or imagined health problems.

COMMUNITY PARTICIPATION

The Hall's report they were not involved in the community in any way before coming to Mountain-Plains--except for church attendance. Neither, the Halls say, are they involved in community activities in Bismarck, North Dakota where they currently live. Apparently the Halls were little involved with organizations or activities while in the Mountain-Plains community; although they did recall attending some student government meetings and playing in a pool tournament at the Family Center.

The Hall's did not vote in the past election, but both indicated they intend to vote "next time," and Randall has joined the Knights of Columbus in Bismarck. They never really thought about responsibility toward the community, they report, although when the children are older they intend to become involved in a youth organization such as "Girl Scouts or something." For leisure activities the Halls prefer movies, cards, dancing, TV, pool, swimming, and picnics, as well as "just sitting at home and talking with the kids." Their main touch point with the community, the Halls attend church regularly. (Personal attempts while in Bismarck and subsequent telephone calls have been unsuccessful in contacting their pastor in order to evaluate their church participation.)

Randall scores below the norm on powerlessness and Darlene above. Similarly Randall scores below the norm on anomie and Darlene considerably above. The scores are puzzling since in conversations with Randall and Darlene it appears from their reported perception of society and themselves they should have recorded just opposite scores. Darlene seems to be more confident and more integrated, whereas Randall appears more alienated and much less integrated. Consequently, the Hall's scores are very difficult to interpret (this is the only case of such anomolous scores encountered in the case studies). (See Figure 3.)

EMPLOYMENT

Currently Randall is employed as a route manager for Dunfield's Bakery and Darlene as a secretary for a federal official. Both Randall and Darlene appear highly satisfied with their work and their combined current salaries average about $600 per month, a rather spectacular improvement from their pre Mountain-Plains income--nearly a four fold increase.

Darlene's employment record has been stable in that she has worked for only one employer since leaving Mountain-Plains. Randall remained with his first employer for only some four months, leaving because of "a misunderstanding." When the interviewer pursued the point, Randall reported the employers had been dishonest with him since they told him he was being laid off because there "wasn't enough work." When his employer was contacted by the Mountain-Plains office he stated Randall had been laid off because

"he couldn't get along with people." Randall remained unemployed for three months and subsequently worked as an insurance salesman for two months, before obtaining his current position which he has held ever since and reports he likes very much.

Randall's liking for his job is supported by his JDI scores, where he rates at the 60th percentile on work, 42nd on pay, 66th on promotion, 50th on supervision and 60th on co-workers. (See Figure 1.) He scores at the norm on the work alienation scale and above the norm on the job motivation scale. (See Figure 3.) This is consistent with Randall's positive comments, "I like it because the pay is tied to the amount of work that you do," and his negative comments regarding the equipment provided by the company, "the truck is in bad shape and breaks down all the time."

In attaching subjective ratings to his work, Randall reported his co-workers as "very good,"[1] his salary as "good," the benefits as "very good," his supervisors as "good," the over-all environment as "good," and company policies as "good." In general, he said his job was "just great," that he liked it because "I can visit and be with people." He appreciates the fact that his income is related to effort rather than to "something constant" and that he works alone where "I don't have to put up with a supervisor looking over my shoulder all the time." In a negative vein Randall reports he dislikes the fact that the truck breaks down all the time, dislikes the time pressure on the job, and dislikes warehouse maintenance.

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[1]This may be very important since Randall appears to have trouble working closely with the same set of people day-to-day.

His only problem, he observed, was "getting behind during the Christmas holidays" which he handled by working 14 hours a day until catching up. Randall said the thing that made him feel really good lately about the job was a 1% increase in his commission and a $5 a week increase in the allowance for bookkeeping. (He again emphasized his need for a truck that did not "break down everywhere.")

Randall was given a mixed rating by his employer. On the objective rating, comparing him to the other route salesman, Randall faired very poor. His over-all performance was rated at the 5th percentile, specific work performance at the 20th, conformance at the 10th, dependability at the 5th, and personal adjustment at the 5th percentile. (See Figure 1.) In subsequent discussion with his supervisor it was clear that Randall had not been rated as versus his fellow route salesman but rather versus some "ideal" manager the supervisor had in mind. When asked specifically to rate Randall among all the route salesman to as quartile rank, his supervisor placed Randall in the second quartile (above average but not in the top quarter). Verbally, the supervisor rated the quality of Randall's as "fair to average." "His work," the supervisor said, "is okay. For a new worker-he gets new accounts but he is poor on pick-up of coded merchandise."[2] Randall's attendance, the supervisor said, was good except, "he has a lot of illness, not only for his back but with flu and colds." Randall's general attitude was recorded as "good,

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[2]Goods that have been on the shelf past their expiration date.

but he needs reminders about some things--like picking up coded merchandise." Randall, he said, got along "really well" with fellow workers, got along "well" with his supervisors, and accepted supervision without complaint. The supervisor's general comment was that Randall "came on fast and I'm afraid he'll burn out. He goes by spurts--right now things are very encouraging. If we can solve some small problems he'll progress all the way to supervisory jobs."

Darlene also seems to enjoy her work, rating it at the 85th percentile on the MSS. Other ratings were pay 48th percentile, promotion 82nd, supervision 99th, and co-workers 99th percentile. (See Figure 2.) (The latter two identical ratings stem from the fact that her supervisor and her co-workers are the same.) Subjectively, Darlene reports feeling very good about her co-workers, salary, benefits, supervisors, and the company policies, as well as the skills she uses in the over-all work environment. When she thinks of her job, Darlene related, the only thing that comes to mind is "that it's good." The job is challenging, Darlene says, there are a variety of different situations to handle, and she appreciates working for a "good" organization and with "good" co-workers. When questioned regarding her dislikes, Darlene had no complaints--the only "hassle" she reports, involves occasional "professional judgement" responsibilities when her supervisor is absent (Darlene had evidently been effective in this area). She said she felt good recently when she got a GS grade increase with concommitant pay raise. The only time she "feels bad" is "when I screw something up. I feel really stupid when I do a form wrong." Even, Darlene adds, when it

is the first time she has prepared a complex federal form.

Her employer rated Darlene very highly--at the 72nd percentile on her overall performance, the 55th on specific work performance, the 80th on conformance, the 99th on dependability and at the 70th percentile on personal adjustment. These ratings are validated by the fact that he rated Darlene in the top quartile on overall value as an employee. In the same vein, Darlene had a score of zero on alienation and an above normal work motivation score. In the supervisor interview, Darlene's work was evaluated as "thorough." Her supervisor commented that his evaluation of Darlene on the MSS was held down by some "background problems." Occasionally, he clarified, Darlene made grammatical errors in typing, but, "considering her background her work is excellent. It's a very exacting job and she does it well." He reports her attendance as "excellent," as was her general attitude, ability to get along with her co-workers, and ability to get along with her supervisor. "Darlene," he said, "is willing to work extra when needed. Although we both get frustrated with the load, we just dig in and get it done." He remarked that his comments regarding typing errors was "picky" by most standards but that some of his reports were very formal and small mistakes stood out. Darlene's position, he said, was more demanding than the average secretary position, "Darlene is often alone in the office and much of the work is very exacting. Her actual performance is, if anything, better than the way I rated her because of the difficulty of the job."

PERSONAL AND SOCIAL DEVELOPMENT

Both Randall and Darlene report being satisfied with their current life situation; satisfied with their jobs, with their health, with the fact that they are no longer financially "pinched," the fact that they have good friends, and the fact they have a church where they like the pastor and the congregation. They have a new car, are nearly debt free, and can now see their way clear of the debts that at one time they thought would be endless. The Halls take particular satisfaction from their children and family life, saying, "The year at Mountain-Plains brought us closer than we've been before. Before sometimes I would be working a day shift and Randall at night, and we'd simply go past on the way to and from work." The only thing in life, they remarked, not exactly the way they would like, is a lack of time and money for continued study so that Randall can become a certified public accountant. Randall reports the thing that gets him down most is the time pressures on the job, while Darlene says getting behind in her job or housework gets her down most. Likewise, Darlene commented, the one thing she could not stand is, "to be around someone who constantly gripes about all their problems."

Both Randall and Darlene felt they have the ability to influence their future. Just by simply doing his job well, Randall surmised, he could obtain a promotion because he is "in a company that started everyone out as a route manager, and if you do well you will be promoted eventually." Both agree that if you work hard at what you are doing today you will automatically get ahead tomorrow.

Randall and Darlene feel they cope with everyday problems well. Randall says the way he copes best is by refusing to become frustrated, "I don't argue with people so much anymore, I just let them go and don't feel that I always have to point out where people are wrong." "I take things more in stride," Darlene says. "Before Mountain-Plains I'd have given up on the complex forms and procedures that are necessary to do the job. Today I just manage to figure them out and make them work."

The Halls feel they have had both good and bad breaks. Among the bad breaks Randall lists his disability--his back--and Darlene lists sickness--the same one, Randall's back. In addition, Darlene lists the fact that Randall's first job after Mountain-Plains was "with a bunch of people that couldn't tell the same story twice." Both agree that their good breaks are their jobs, and continuing good health. When asked why they did not include Mountain-Plains in their good breaks they said it was "obvious" that if they had not been to Mountain-Plains they "wouldn't have good jobs and everything now." For the Halls, Mountain-Plains is the cause of their good breaks. "We just assumed", they said, "you'd know that!" It was explained that interviewers are not suppose to assume.

Both Randall and Darlene were observed to have low self-concepts upon entering Mountain-Plains, however no formal self-concept tests were given to quantatively ascess this at that time. Currently, both have low self-criticism scores on the TSCS. (See Figure 4.) This is consistent with their ratings of themselves as having retrogressed since leaving Mountain-Plains

in the area of personal responsibility. (There is a possibility the Halls were intentionaly trying to give socially desirable responses to the questions. As a consequence, full confidence in the interpretations is given only to the relative rather than to the absolute scale scores.)

Randall scores at the norm on total self-concept with his highest score on behavior--the way he acts--while his lowest scores are on self-satisfaction. Darlene scores highest on family self concept and lowest on social self-concept and physical self-concept. Darlene's total self is almost a half standard deviation below the norm. Further interpretation of the Hall's self-concept profile does not appear profitable because, as mentioned, the tests may have been faked positively. Randall's case appears consistent, as he over-stated his job performance rather considerably versus his supervisor's rating of that performance. This may indicate that Randall is faking or it may indicate that he does not have the capacity for self-criticism--an ability to see his own faults. The second interpretation is consistent with Mountain-Plains reports which indicate that Randall constantly manipulated and found alternative explanations for any suggestions by staff that his behavior or attitude was less than perfect. Nevertheless, both test scores and interviewer observations indicate that Randall and Darlene have improved their self-concepts considerably--a tentative conclusion.

RATING THE MOUNTAIN-PLAINS PROGRAM

The Halls rate Mountain-Plains as a very positive influence in their lives and both say that knowing what they now know, they would still choose

Mountain-Plains. (See Table 2 and Figure 5.) The Halls rated all aspects of Mountain-Plains with which they had contact as either of "much" or "some" value, with the exception of Counseling which they rated as of "little" value, and recreation which they rated as of "no" value. Randall recalled that health and job training were the most useful aspects of Mountain-Plains. Darlene rated job training and English as the most valuable for her. Randall felt health was useful since he had been having so many health problems with his back. Darlene felt that English was useful because, she said, "it helped me out a lot on the job since I do long formal reports and things." (It should be noted that neither Randall or Darlene completed high school, however, both completed their GED at Mountain-Plains.)

Both Randall and Darlene listed Home Management as one of the "least" useful aspects of Mountain-Plains, saying the things that were taught in Home Management were "so simple and Mickey Mouse," that they were a total waste of time, as were the home management tests. Recreation class, Randall said, "was useless" for similar reasons. Work experience, the Halls concluded, would have been the most useful part of the program if they could have had more. Both agreed that the job skills learned at Mountain-Plains were adequate.

In his instructional area (accounting), Randall suggested that they allow additional instructional time for slower students. Randall was one of the better students but was constantly slowed down because he had to work with the slower students since "there weren't enough teachers available." His role at Mountain-Plains, Randall declared, was not to serve as an assistant teacher.

Darlene thought that business and office "did okay," and were correct in stressing that one should always be neat and punctual. More work, she suggested, was needed on such things as independently developing letters, "On my real secretarial job the boss tells me the main points and I compose the letter. There wasn't enough teaching in this area."

Both felt their math and English had adequately prepared them for anything they needed to do on their jobs. Darlene said that she could use more English for the level of secretarial job she now holds.

Both Randall and Darlene are satisfied with their career choices and indicate they would not change their occupational area now if given a chance. Randall elaborated, saying he would do an accounting job now if he could get one, and that he "only got into the route manager job because nothing was available in accounting."

With the exception of Randall's back problem the Halls have always been healthy, although they have been healthier since Mountain-Plains--Randall's back problems have been alleviated. (It should be noted that Randall's supervisor commented that Randall was frequently absent due to illness.) However, the Halls report fewer doctor visits now than prior to Mountan-Plains. Both Randall and Darlene agree that they are more confident dealing with health problems now and attribute this to the health program at Mountain-Plains.

The Halls say they are currently able to make ends meet financially "much better" than before Mountain-Plains. While the Halls had some contact with

budget preparation at Mountain-Plains, no consumer education/budgeting classes were available when they entered. They attribute their ability to make ends meet financially to the fact that they are earning considerably more money now than they had prior to Mountain-Plains. In addition, the Halls say, they are better able to agree on how to spend money. In fact, they now communicate better in all aspects of their life than they did prior to Mountain-Plains.

The children behave well and are no trouble, however, the Halls report, they have never had trouble with the children. They were always close to the children but are even closer to them now than they were before Mountain-Plains. "I don't understand the kids all the time," Randall says, "but I understand them better than when I went to Moutain-Plains." Darlene is uncertain about change, but if anything, says she understands them better now.

When questioned about better communications, the Halls attributed it to "the chance to get away." Darlene and Randall recalled that before, when Randall was unemployed,[3] there was little commitment to the home and communication was spotty.

The Halls offered no suggestions to Career Guidance, observing that "it's okay the way it is." Nevertheless, Darlene said, it might be a good idea

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[3]According to both Randall and Darlene, when Randall was jobless he tended to stay away from home--playing pool usually--and to be very irritable when he was home.

to "let people try to be what they want to be even if their tests are bad. At least give them a chance to see if they can do it."

The Halls said that they had "really good" counseling and offered no suggestions for Counseling. At first this appears contradictory as the Halls rated Counseling as of little value to them. Their counselor, however, indicates that the Halls experienced no major personal problems apart from needing assistance in resolving the health issue surrounding Randall's back. The "truth" appears to be that the Halls got what they wanted from counseling; however, their counseling needs were not great and they did not feel the value derived was great. However, both the interviewer's knowledge of Randall when he was in the program and information derived from the employer interview indicated that Randall had counseling needs that were not addressed, particularly in the area of self-concept and concomitant manipulation and complaining.

The Halls offered two over-all suggestions for Mountain-Plains. First, "keep it going--it's really a good thing." Second they said, "Don't make changes every five minutes. The one change I would like to see made is to quit making changes! (Both endorsed the last comment strongly.)

FEMALE INTERVIEW

As the entire interview was conducted on a Sunday Randall was present during the female interview questions directed to Darlene. Darlene remarked that Randall would not inhibit her responses and he did not appear to do so. Darlene says she is "kind of" satisfied with the way she looks and "kind of"

satisfied with the way she feels. Since she is gaining weight, Darlene is not completely happy with the way she looks.[4] Confident in her ability to do all home care tasks, Darlene says she manages to get things done and still have time for herself. Randall, she reports, helps out around the house.

Darlene has one activity outside the house, the Women's Lutheran Circle. However, as mentioned previously, both she and Randall prefer to devote free time to each other, to the children, and to a few close friends.

Darlene said she feels satisfied with her role in life and that she feels appreciated. She did take an occupational preparation at Mountain-Plains, and said she would not change this choice. She does not, Darlene reports, do things just for herself, but does them with everyone (the family) in mind. She says she does not feel guilty on those occasions when she does things just for herself.

She definitely reaches out more now, Darlene declared, and takes more initiative than she did prior to Mountain-Plains, "I'm more confident now." Happy and confident in her role as a woman, she would not like being a man, "no way." She does not like herself all the time, Darlene says, although "I used to run down people too fast to be judgemental. Now I try to see both sides--but I don't succeed all the time."

She would make someone a good friend and would like herself as a friend because "I really care about others and take an interest in other people and

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[4]Darlene is, if anything, skinny. The added weight looks good.

their activities." "But sometimes, she adds, "I'm short tempered!" Darlene lists "being more tolerant of other people", as a major trait learned at Mountain-Plains.

Randall discusses his job with her, she knows what he does on the job, and she talks over job problems with him. In fact, part of Randall's job involves accounting, which he and Darlene do together. Darlene reports they make all major decisions together. Each decides their clothes on their own, but "anything else we discuss before commiting any money." Both take a hand in disciplining the children and discuss plans and dreams for the children. Randall, Darlene points out, is the better disciplinarian.

"Yes," Darlene declared, "Randall has definitely changed since Mountain-Plains! He has become so much more concerned about the family, much more responsible about everything toward the family. We started doing more and more things together at Mountain-Plains and have been doing things together ever since."

Darlene commented that the problems they are dealing with now are "not nearly as tough" as those before they went to Mountain-Plains. She says one of the reasons is they now meet problems head on instead of looking for a way around them. At this point Randall joined the discussion, adding, "when you don't have any confidence and you don't have any money, and you don't have any prospects, the only thing you can do is dodge your problems!" Now, Randall said, they have the resources and a different perspective which allow them to address the problems.

INTERVIEWER COMMENTS

The Halls had a reputation while in the program as a family where Darlene was a gem and Randall a complaining bum. Randall did have quite legitimate back problems--however, it was the interviewer's observation (and experience) that Randall's problems were no worse than he tried to make them. Randall used his back as an excuse to evade responsibility that he did not want to accept and to manipulate others through sympathy. It is the interviewer's opinion that the improvement in Randall's back since leaving Mountain-Plains is a direct result of his improved personal responsibility as reported by Darlene in the interview.[5] The interviewer was pleasantly surprised by Randall's friendliness at the time of the interview. While in the program Randall had been a fairly sullen, unfriendly, uncommunicative person who alienated most people with whom he came into contact. Evidently Randall carried this attitude with him at least to his first job. Both Randall's personal skill and his tendency to evade appear to have improved considerably over his observed behavior in the program.

Perhaps the most distressing element among the personal development indicators is the low self-criticism score for both Randall and Darlene. This may indicate that the Halls are still "faking it" and/or are unwilling and/or unable to face some of their own shortcomings in the areas of needed development.

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[5]Use of the back problems as a manipulation was a counseling topic while at Mountain-Plains--but very late in the program.

Randall's employer noted that those who start slowly and build steadily are those that usually succeed. His employer, then, appears to be holding Randall at arm's length. Given Randall's personality he could easily become frustrated if he does not advance as fast as he wishes on the job and consequently become prone to evading the job through such things as sickness.

Randall's major strength--that he seems to have now but did not have prior to Mountain-Plains--is a commitment to, and the ability to derive pleasure from, his wife and children. Previous to Mountain-Plains Darlene reports that not only work schedules but Randall's preference for "going off alone" inhibited communication and made for a "shaky" relationship.

In general, Mountain-Plains appears to have been successful with the Halls in three areas (1) providing specific job skills, (2) providing foundation education, and (3) providing the Halls an opportunity to retreat from the pressures of the world and encouraging them to learn to know, and to communicate with, each other and, as a consequence, develop a measure of family solidiary.

It appears that Mountain-Plains has failed the Halls in that there was no systematic counseling at the time they entered which would have automatically confronted Randall with his manipulative behavior[6] and developed his ability to look at himself realistically. In fact, this failure seems to be the one element that could possibly retard the Hall's future development.

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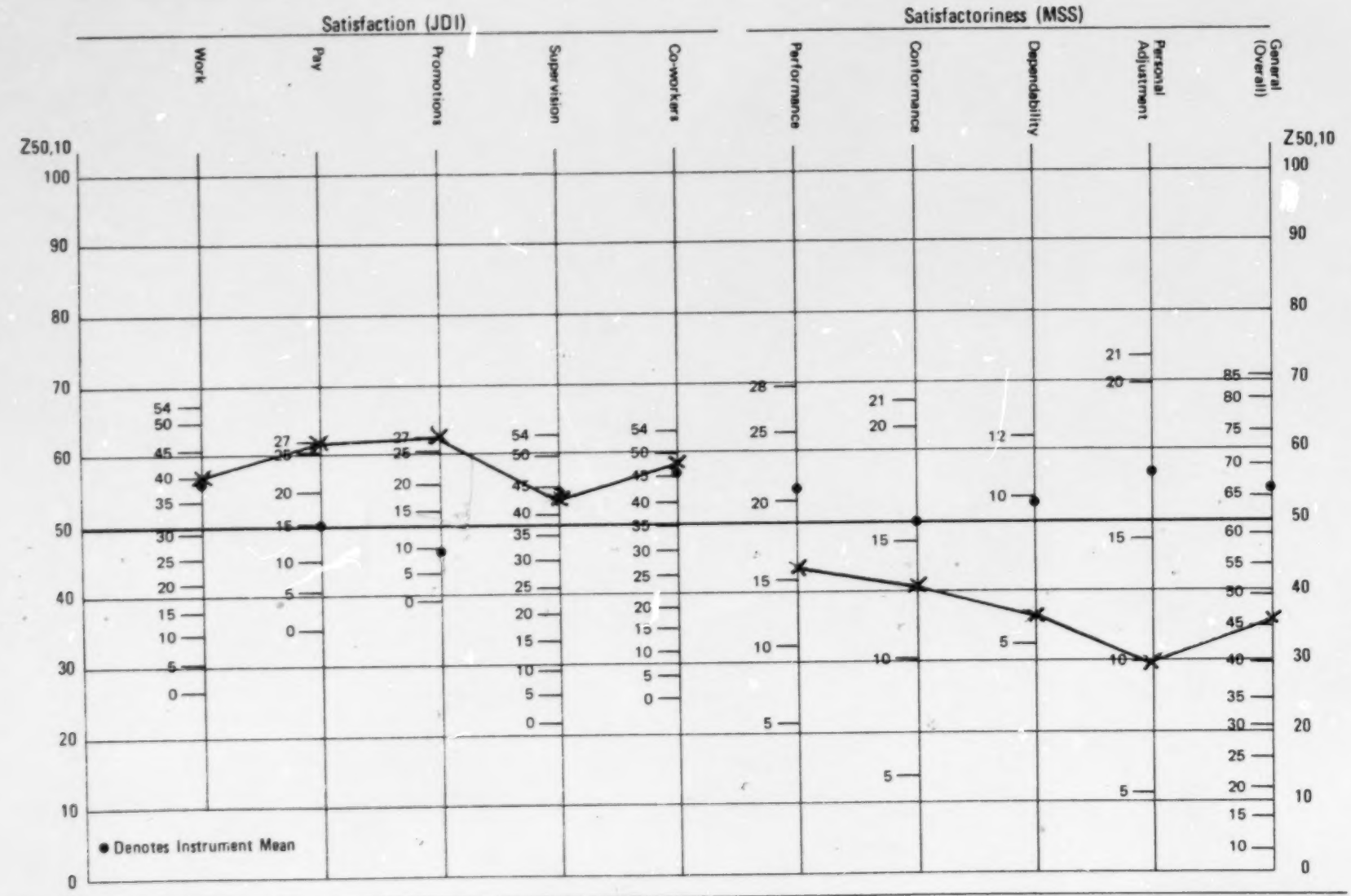
[6]As mentioned, it was late in the Halls involvement that the "medical manipulation was identified and attacked (with progress noted but resolution not attained.)

Figure 1

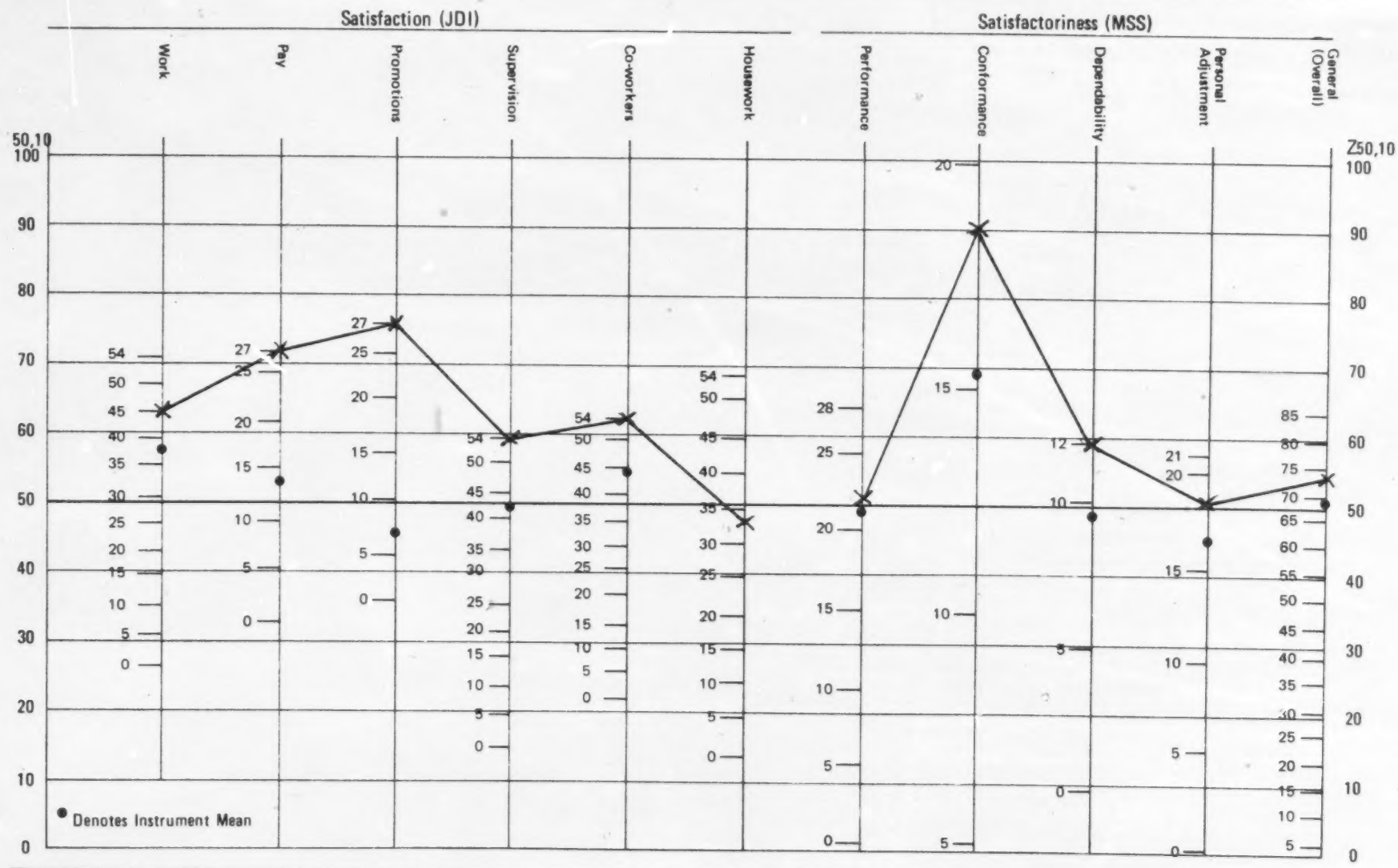
SATISFACTION AND SATISFACTORINESS – MALE



Note: Profile based on entering student scores.

Figure 2

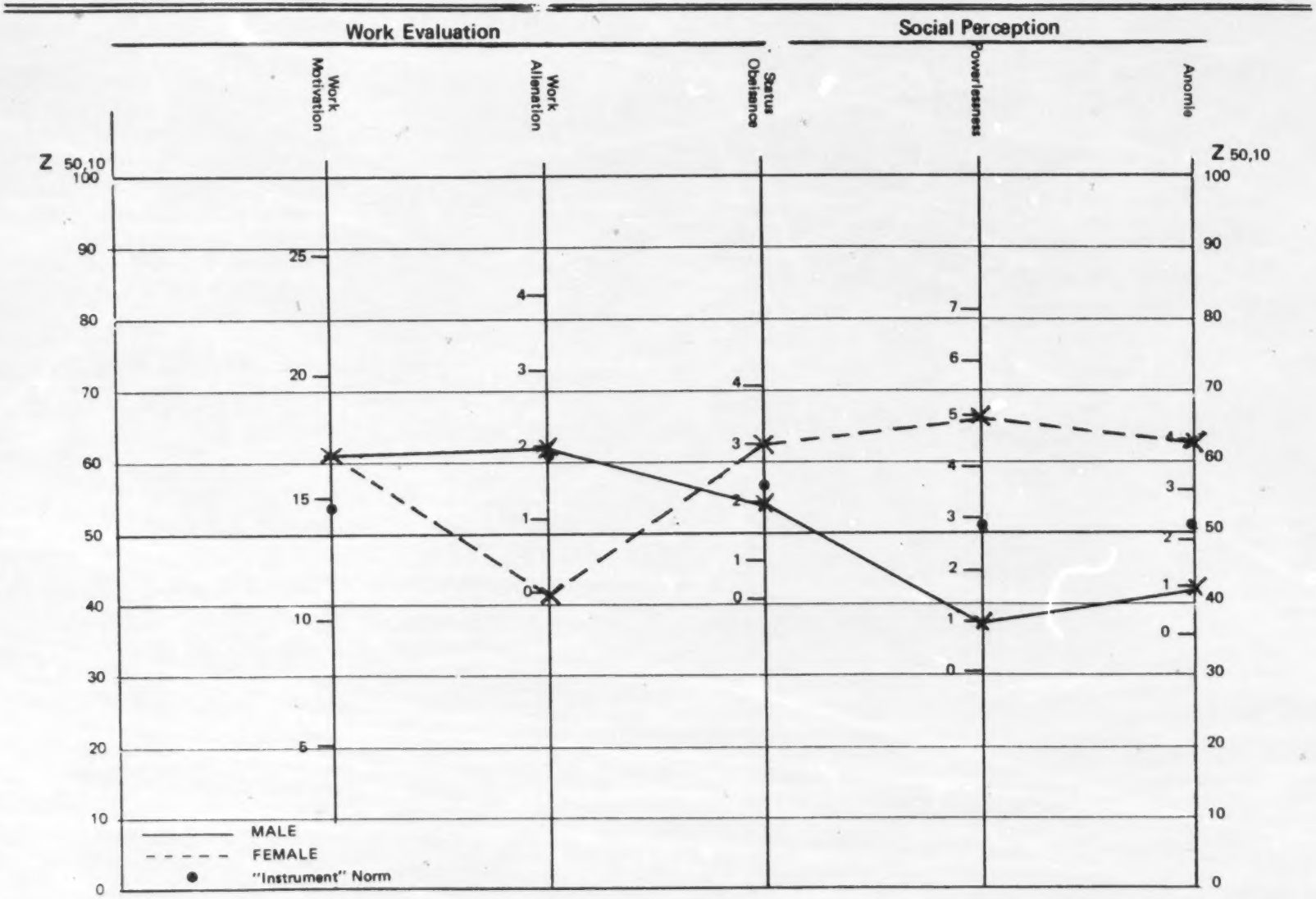
SATISFACTION AND SATISFACTORINESS – FEMALE



Note: Profile based on entering student norms except "Housework" which is based on instrument norm for employment.

Figure 3

MOTIVATION AND ALIENATION

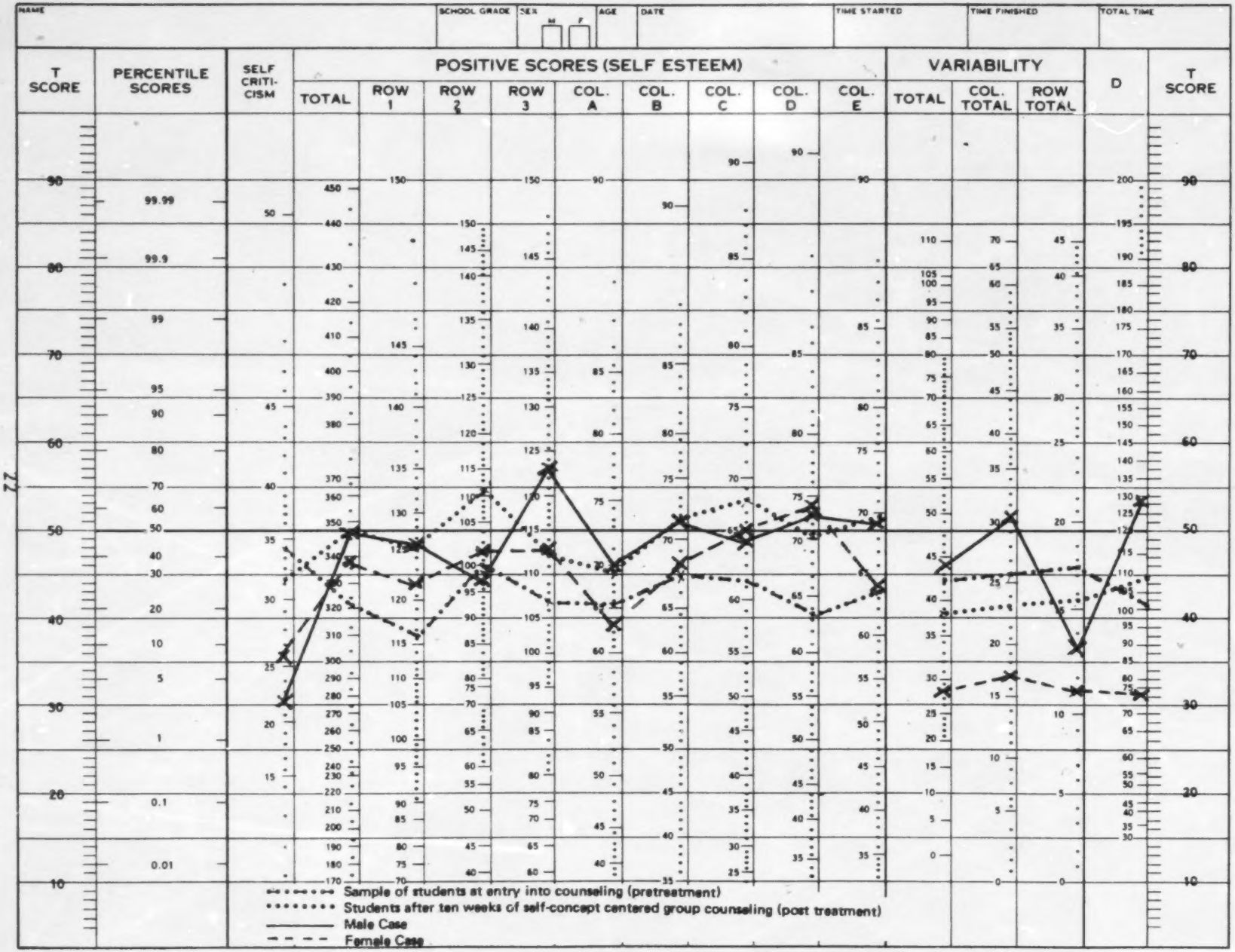


Note: Profile derived from entering student data.

Tennessee Self Concept Scale – Figure 4

PROFILE SHEET

Counseling Form



Note: This is the standard profile sheet for the TSCS.

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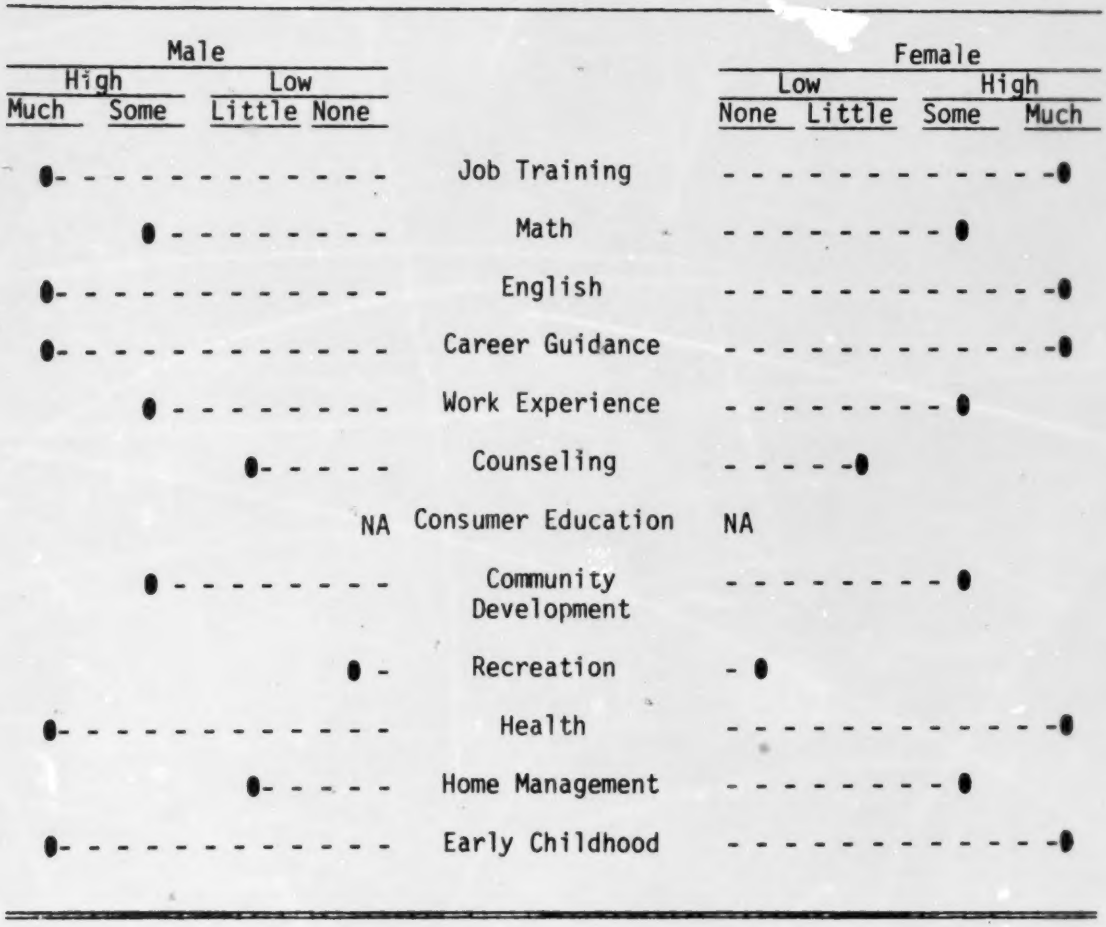

FIGURE 5

UTILITY RATING OF MOUNTAIN-PLAINS PROGRAM ELEMENTS

TABLE 1

SELF RATING OF PERSONAL AND WORK TRAIT CHANGES

Male		Female	
Improved	Regressed	Improved	Regressed
Self-Confidence	Perseverance	Attendance	
Self-Control	Responsibility (personal)	Self-Confidence	
Self-Knowledge		Self-Control	
Competence		Industriousness	
Industriousness		Accuracy	
Cooperation		Accepts Responsibility (tasks)	
Dependability/ Reliability		Perseverance	
Ambition		Social Contact	
		Responsibility (personal)	

TABLE 2

GENERAL QUESTIONS

1. "Rate Mountain-Plains as an influence in your life."

	Very Positive	Positive	Neutral	Negative	Very Negative
Male	o				
Female	x				

2. "Knowing what you know now, would you have chosen Mountain-Plains?"

	Definitely Yes	Probably Yes	Don't Know	Probably No	Definitely No
Male	o				
Female	x				

3. "What is your rating for your current life in general?"

	Completely Satisfied	Well Satisfied	Neither Extreme	A Little Dissatisfied	Very Dissatisfied
Male		o			
Female		x			

4. "Rate your success:

		Completely Successful 9	8	7	6	5	4	3	2	1	Completely Unsuccessful 0
The year before M-P."	Male									o	
	Female										x
Now."	Male				o						
	Female					x					
Five years from now."	Male	o									
	Female		x								